

## JOINT DECLARATION AND POWER OF ATTORNEY FOR PATENT APPLICATION

As the below named inventors, we hereby declare that:

Our residences, post office addresses and citizenships are as stated below next to our names;

We believe that we are the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled:

### “METHOD FOR ENHANCING JOB PERFORMANCE OF MARGINAL EMPLOYEES”

the specification of which: ☒ is attached hereto.  
☐ was filed on: \_\_\_\_\_  
as Application No.: \_\_\_\_\_  
and was amended on: \_\_\_\_\_ (if applicable).

We have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above. We acknowledge the duty to disclose information which is material to patentability as defined in 37 C.F.R. § 1.56.

And we hereby authorize and request our agents, Hunton & Williams, whose address is set forth below, to insert above, the filing date and application number of said application when known.

#### Prior Foreign Application(s)

We hereby claim foreign priority benefits under Title 35, United States Code, § 119(a)-(d) or § 365(b) of any foreign application(s) for patent or inventor's certificate, or § 365(a) of any PCT international application which designated at least one country other than the United States of America, listed below and have also identified below any foreign application(s) for patent or inventor's certificate having a filing date before that of the application on which priority is claimed:

Country	Application Number	Date of Filing (day, month, year)	Date of Issue (day, month, year)	Priority Claimed	
				Yes <input type="checkbox"/>	No <input type="checkbox"/>
				Yes <input type="checkbox"/>	No <input type="checkbox"/>

#### Prior Provisional Application(s)

We hereby claim the benefit under Title 35, United States Code § 119(e) of any United States provisional application(s) listed below:

Application Number	Date of Filing (day, month, year)

**Prior United States Application(s)**

We hereby claim the benefit under Title 35, United States Code, § 120 of any United States application(s), or § 365(c) of any PCT international application designating the United States of America, listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States application in the manner provided by the first paragraph of Title 35, United States Code, § 112, we acknowledge the duty to disclose material information as defined in Title 37, Code of Federal Regulations, § 1.56(a) which occurred between the filing date of the prior application and the national or PCT international filing date of this application:

<b>Application Number</b>	<b>Date of Filing (day, month, year)</b>	<b>Status - Patented, Pending, Abandoned</b>

And we hereby appoint, both jointly and severally, as our attorneys with full power of substitution and revocation, to prosecute this application and to transact all business in the Patent and Trademark Office connected herewith the following attorneys, their registration numbers being listed after their names:

Stanislaus Aksman, Reg. No. 28,562; Jennifer A. Albert, Reg. No. 32,012; Thomas E. Anderson, Reg. No. 37,063; David E. Baker, Reg. No. 42,285; Scott D. Balderston, Reg. No. 35,436; Carl L. Benson, Reg. No. 38,378; Brian M. Buroker, Reg. No. 39,125; Christopher C. Campbell, Reg. No. 37,291; Robin C. Clark, Reg. No. 40,956; Patrick A. Doody, Reg. No. 35,022; Kevin T. Duncan, Reg. No. 41,495; Ozzie A. Farres, Reg. No. 43,606; Nancy J. Flint, Reg. No. 46,704; Christopher J. Forstner, Reg. No. 46,049; Nancy J. Jensen, Reg. No. 45,913; Herbert V. Kerner, Reg. No. 42,721; Jonathan D. Link, Reg. No. 41,548; Tyler Maddry, Reg. No. 40,074; J. Michael Martinez, Reg. No. 37,178; David H. Milligan, Reg. No. 42,893; James R. Miner, Reg. No. 40,444; Kerry H. Owens, Reg. No. 37,412; Michael P.F. Phelps, Reg. No. P48,654; Andrew J. Ririe, Reg. No. 45,597; Stephen T. Schreiner, Reg. No. 43,097; Robert M. Schulman, Reg. No. 31,196; Thomas J. Scott, Jr., Reg. No. 27,836; Stuart I. Smith, Reg. No. 42,159; Yisun Song, Reg. No. 44,487; Samson Vermont, Reg. No. 42,202; and Scott F. Yarnell, Reg. No. 45,245.

All correspondence and telephone communications should be addressed to:

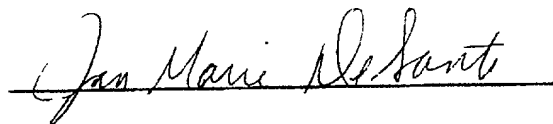
**CUSTOMER NUMBER**

**21967**

corresponding to the law firm of Hunton & Williams; Intellectual Property Department; 1900 K Street, N.W.; Suite 1200; Washington, DC 20006-1109; telephone number (202) 955-1500; facsimile number (202) 778-2201, which is also the address, telephone and facsimile numbers of each of the above listed attorneys.

We hereby declare that all statements made herein of our own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine and imprisonment, or both, under 18 U.S.C. § 1001, and that such willful false statements may jeopardize the validity of the application or any patent issuing thereon.

Signature

Date 12/20/01Full Name of  
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Signature

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Date 12-20-07

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Signature of Inventor:  
Inventor's Name:

*Rachel Susan Lieberman*  
Rachel Susan LIEBERMAN

Date of Execution:

Dec. 20, 2001

IN WITNESS WHEREOF, I have hereunto set my hand and seal.

COUNTY OF Fairfield ) ss:  
STATE OF CONNECTICUT)

On this 20th day of December, 2001, before me a Notary Public in and for the County and State aforesaid, personally appeared Rachel Susan Lieberman to me known and known to me to be the person of that name, who signed and sealed the foregoing instrument, and acknowledged the same to be of her free act and deed.

(SEAL)

*Eileen C. Foreman*  
Notary Public  
My commission Expires: MY COMMISSION EXPIRES OCT. 31, 2005

EILEEN C. FOREMAN  
NOTARY PUBLIC  
MY COMMISSION EXPIRES OCT. 31, 2005